

## Verint Systems UK Gender Pay Gap Report 2022

At Verint we have strong values that govern our every day working lives and we are proud of the diversity of our workforce.

We treat everyone with dignity, respect, and fairness while eliminating all forms of discrimination.



Integrity



Transparency



Humility



Innovation



Passion

### Gender Pay & Bonus Gap

Difference between men and women	Mean Average	Median Middle
Gender Pay Gap	20.4%	21.9%
Gender Bonus Gap	57.5%	18.8%

At Verint, we value our diverse workforce and strive to ensure that equal pay for equal work is the standard practice. Our sector is still male dominated and we try our best to ensure more women get the chances they need to get into a tech career. Our environment remains open, inclusive, and flexible with an emphasis on rewarding talent and not gender.

### What has changed from last year - Gender Pay Gap:

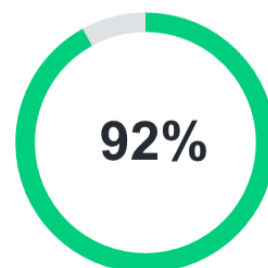
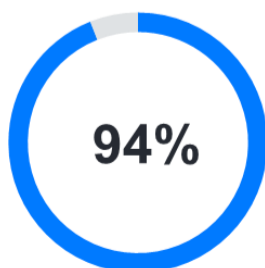
Both our median and mean gender pay gap is lower than last year by more than 2.5% showing Verint's continued efforts towards salary parity across our workforce. We are committed to paying for talent and skills and not gender. We are following an anonymous recruitment process to ensure unconscious bias is minimized during hiring. Similarly we perform salary reviews based on roles and skills and not individuals gender or other personal characteristics.

### What has changed from last year - Bonus Pay Gap:

Our mean bonus pay gap has decreased slightly this year, and our median remains at around 18%, which is yet again lower than before showing our commitment to equal pay across genders. In addition, the difference between male employees receiving a bonus, and female employees is also small. Even this difference though is relevant to our people's job roles rather than their gender.

### Proportion of employees receiving a 2020 bonus (%)

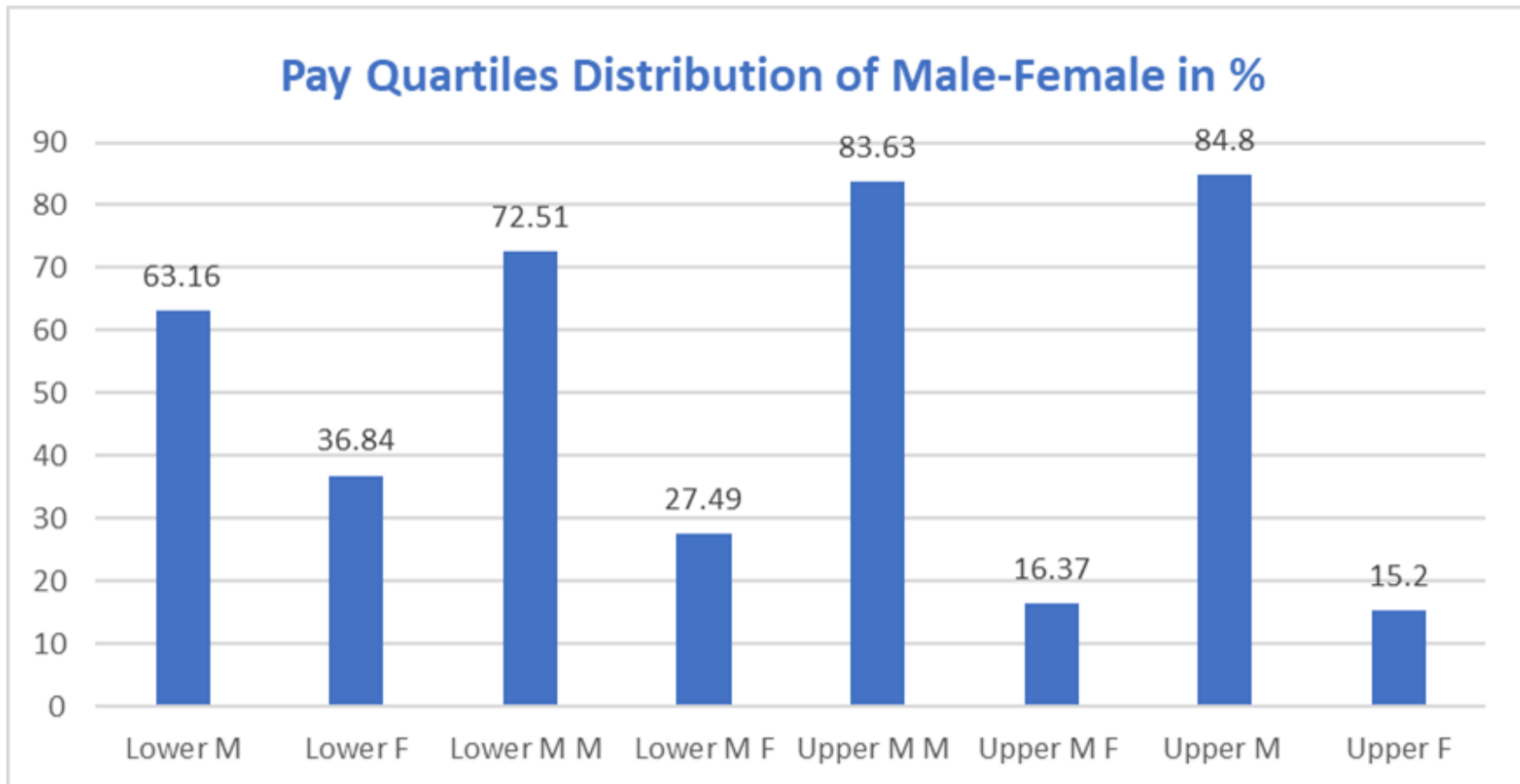
Male employees who received a bonus in 2020



Female employees who received a bonus in 2020

## Pay Quartiles

When looking at our people split in pay quartiles, it's evident that the mean pay gap between men and women increases as we move up the career ladder and the higher paid jobs. However, the median pay gap fluctuates by more than 10 points between groups with the bottom and top quartiles having the smallest median gaps. It's important to note that although our business is still male dominated with more than 75% of workforce being men, we have managed to increase female participation in our workforce by about 7% this year. This shows our commitment to equal opportunities and pay for all, regardless of gender.



## Verint action on Equality and Diversity—Verint AdVance

At Verint we are committed to fostering an environment that attracts and retains the best talent, regardless of gender, values diversity of life experiences and perspectives, and encourages innovation.

We celebrate and welcome all cultures and backgrounds and we believe that only by coming together, and flourishing in a supportive and collaborative environment can we achieve continuous innovation and value for all stakeholders and communities.

